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**GOVERNMENT OF ORISSA
HEALTH & FAMILY WELFARE DEPARTMENT**

RESOLUTION

The 4th March 2008

SUBJECT — Restructuring of the Medical Education Cadre in the State

Restructuring of Medical Education Cadre into three-tier system in conformity with the prescribed norms evolved by Medical Council of India was under active consideration of Government for some time past.

Since shortage of doctors in the State is a major impediment in providing basic health services to the people, especially in rural and backward areas, all sincere endeavour was made for augmentation of intake capacity in M.B.B.S. seats from 107 to 150 in Government Medical Colleges, as the existing seats continued for decades.

While granting permission for admission into 150 seats by increase of 43 additional seats in M. B. B.S. Course in each of three Government Medical Colleges during the academic session 2007-08, the Ministry of Health & Family Welfare, Government of India stipulated the terms and conditions for compliance of the deficiencies brought out by Medical Council of India with respect to faculty, infrastructure, etc. for continuance of the increased intake capacity.

The Medical Council of India has evolved a uniform set up of norms prevailing all over the country, which, *inter - alia*, include a three-tier staffing patterns in Medical Education Cadre with prescribed eligibility criteria. But a four-tier system is prevalent in our State as per the provision made in Orissa Medical Education Services Rules, 1979. As the existing pattern of teaching cadre does not confirm to the prescribed norms of Medical Council of India, changes in the existing structure was felt necessary so as to make good the deficiencies pointed out by the Medical Council of India.

In the above back-drop, after careful consideration of the proposal for restructuring of the Medical Education Cadre into a three-tier system, Government have been pleased to resolve as under —

- (A) There shall be a three-tier system of Medical Teachers which is as follows :

1. Assistant Professor — Entry level post
2. Associate Professor
3. Professor

(1) Professor — (Scale of pay of Rs. 16,400—450—20,000 or as revised)

The existing 124 sanctioned posts of Professor will remain intact

(2) Associate Professor— (Scale of pay of Rs. 12,000—420—18,300 with 3 advance increments of as revised.)

The requirement of Associate Professor as per Medical Council of India norms in all the 3 (Three) Medical Colleges is 218. These 218 posts are created in the grade of Associate Professor in the following manner :—

- (a) The present sanctioned strength of 116 Associate Professors will continue
- (b) Rest 102 posts would be filled up by way of upgradation of equal number of posts of Assistant Professor through the process of promotion.

(3) Assistant Professor— (Scale of pay of Rs. 12,000—420—18,300 or as revised)

As per Medical Council of India norms, 424 posts of Assistant Professor are created. They will be filled up as under —

- (a) The present sanctioned strength of Assistant Professor is 272, out of which 102 posts would be upgraded to the Associate Professor grade. The rest 170 posts carrying the scale of pay of Rs. 12,000—18,300 will continue till persons holding such posts are totally adjusted by way of promotion, retirement or otherwise. Such posts of Assistant Professor shall be designated as Assistant Professor, Level -I.
- (b) The rest requirement of 254 (424—170) Assistant Professors would be met by redesignation of 254 sanctioned posts of Lecturer in the scale of pay of Rs. 8,000—13,500. The post of Assistant Professor would be the entry level post of Teaching Faculty in the Medical Colleges.

Finally the grade in Medical Teachers cadre carrying the scale of pay shall be as follows :

Professor	..	Rs. 16,400—450—20,000
Associate Professor	..	Rs 12,000—420—18,300
Assistant Professor	..	Rs. 8,000—275—13,500

As has already been stated, the scale discrepancy in the post of Assistant Professor will continue till the posts of Assistant Professor, Level-I are completely exhausted by way of promotion/retirement or otherwise.

(B) In the non-teaching faculty in the Medical Colleges, the pattern would be as under —

- (a) Senior Residents
- (b) Junior Residents
- (c) Tutors
- (d) Demonstrators

(I) Senior Residents

The existing vacancy of 93 posts in the grade of Lecturer shall be abolished and instead 93 posts are created in the rank of Senior Resident. The Senior Resident shall be selected through a Selection Committee, the detailed modality of which shall be worked out. The term of Residents is initially for one year extendable up to three years with a consolidated remuneration of Rs. 15,000 per month.

(II) Tutors/Demonstrators

The total requirement as per MCI norms is 192. At present there is a sanctioned strength of 89 Assistant Surgeons. These posts of Assistant Surgeons shall be redesignated as Tutors/Demonstrators. Balance 103 such posts in the grade of Assistant Surgeon is created with the usual scale. They will be selected by due procedure including Walk-in-Interview.

(III) Junior Residents

As per MCI norms the requirement is 238. Since there are 238 P. G. seats, they will work as such.

The selection of Senior Residents/Tutor/Demonstrators shall be done through a Selection Committee observing due procedure including through Walk-in-Interview.

This has the approval of Finance Department vide their U. O. R. No. 2348/PSF, dated the 11th September 2007.

Necessary amendment to replacement of the Orissa Medical Education Service (Recruitment) Rules, 1979 is being made separately.

ORDER— Ordered that the Resolution be published in an extraordinary issue of *Orissa Gazette*.

By order of the Governor

T. K. PANDE

Commissioner- *cum*-Secretary to Government